



Channel Commercials PLC
Modern Slavery Statement for Financial Year ending November 2018

This statement is made in accordance with section 54 of the Modern Slavery Act 2015 and sets out the steps that Channel Commercials PLC has taken and is continuing to take, to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Channel Commercials PLC has a zero tolerance approach to any form of modern slavery.

We are committed to preventing slavery and human trafficking in our business activities, and to ensuring, as far as we are able, that our supply chains are free from slavery and human trafficking.

We operate a number of internal procedures to ensure that we are conducting business in an ethical and transparent manner. These include:

1. A robust recruitment procedure, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will. Recruitment checks are conducted on all new employees, including those who have been introduced via a recruitment agency
2. Ensuring our employees are paid in accordance with the National Minimum Wage
3. Reporting procedures - should any employees feel there may be evidence of human trafficking or slavery in the business or the supply chain then they may report this immediately to a Director or the HR Department
4. Reviewing our suppliers to identify and assess particular product or geographical risks of modern slavery and human trafficking

Approval for this statement

This statement was approved by the Board of Directors

Signed:

A handwritten signature in black ink, appearing to read "Mike Macintyre", written over a horizontal line.

Name: Mike Macintyre, Managing Director

Date:

9-4-2019